

Rate the extent to which you believe the scenarios to be discriminatory. 0 is NOT AT ALL. 9 is UNQUESTIONABLY PREJUDICED. STICK WITH YOUR FIRST RESPONSE

Scenario 1

During a meeting on MS Teams, an employee sent a WhatsApp message to a work colleague (who is also a friend) about a new colleague on screen; the message said, *“The girl with the red glasses wants to be referred to as a plural – they and them. I mean, why would you?”* .

0	1	2	3	4	5	6	7	8	9
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Scenario 2

A Christian member of the team announces at the end of team meeting that her party is this coming Saturday evening. She reminds colleagues that partners are welcome. After the meeting she speaks privately to Phil, who is in a same sex relationship and says *“I didn’t want to embarrass you in the team meeting but a lot of my church folk are going to be there and you may find it better to come on your own or just give it a miss”*.

0	1	2	3	4	5	6	7	8	9
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Scenario 3

A white Trustee asked a white junior manager whether there was a risk that jumping on the Black Lives Matter bandwagon would alienate some staff and stakeholders and should BLG Mind not seek to remain politically neutral? The manager responded, *“I do think that things are skewed a bit too much towards race when there are other equality issues that need addressing”*

0	1	2	3	4	5	6	7	8	9
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Scenario 4

An employee new to the charity gave feedback in supervision after being in a presentation from another team. He explained that in future it would help if slides were less dense as he has dyslexia. When this was kindly passed on to the manager of the employee who did the presentation the response was, *“I feel your pain, as I understand it, we need nowadays to both try and recruit with diversity and at the same time to get the smartest people?”*

0	1	2	3	4	5	6	7	8	9
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